

# Case Study: Training-of-Trainers Workshops for Men in Peru

In Peru, an organization's mission was based entirely on working with women. However, the women they worked with questioned this plan early on because they wanted to involve their husbands in the educational workshops in which they (the women) were already participating. In some cases, women were attempting to erode male opposition. But more often, women were going home excited about what they were learning and experiencing, and their husbands wanted to know more about the workshops.

Initially, there was concern about shifting resources away from women's activities, but the project modified the project's design in response to the women's requests. Project staff hired an expert in the area of men and gender to head this effort but soon realized they would have to recruit and orient men who knew the local culture and language to serve as trainers. They also needed to develop separate materials for the men's sessions. Men from various regions were selected to attend a national training-of-trainers workshop. The key objective of the workshop was to create an opportunity for participants to reflect about their masculinity so that they could help other men think about sexual and reproductive health. As with the women's workshops, it was the reflective process that allowed the material to influence participants' lives. These trainers then trained male peer educators/promoters from the villages.

Following the project's model working with women, local male promoters offered the workshop (with support from trainers) to the men in their communities. The workshops were an enormous success. Men valued the opportunity to learn about their bodies and about sexuality, and they were also eager to explore ways to promote harmony in the family. This latter objective led to intense discussions about alcoholism, violence, forced sex, and communication. Ultimately, training men to work as educators of other men in their own communities would become one of the most salient facets of the project's work. (Men as Agents of Change and Men as Partners)

## Reference

Movimiento Manuela Ramos. 2003. *Opening Our Eyes: A Work Experience With Men on Gender Issues and Sexual and Reproductive Health*. Lima, Peru: Movimiento Manuela Ramos.